Subject: Cybersecurity/IA Workforce Improvement Program Implementation Status/CY 2011 Actions
Originator: /C=US/O=U.S. GOVERNMENT/OU=DOD/OU=NAVY/OU=ORGANIZATIONS(UC)/L=DISTRICT OF COLUMBIA/L=WASHINGTON/OU=DON CIO WASHINGTON DC(UC)
DTG: 051925Z Feb 11
Precedence: ROUTINE

FROM PLA: DON CIO WASHINGTON DC

ORIGINAL TO RECIPIENTS:
ASSTSECNAV FM WASHINGTON DC//
ASSTSECNAV IE WASHINGTON DC//
ASSTSECNAV MRA WASHINGTON DC//
ASSTSECNAV RDA WASHINGTON DC//
ASSTSECNAV FMC WASHINGTON DC//
UNSECNAV WASHINGTON DC//AAUSN//
CNO WASHINGTONDC//(DNS/N091/N093/N095/N097/N099/N1/N2/N6/N3/N5/N4/N8)//
CMC WASHINGTON DC//(ACMC, ARI, M&RA, I, I&L, PP&O, C4, P&R)//
OGC WASHINGTON DC//
OPA WASHINGTON DC//
NAVY JAG WASHINGTON DC//
OLA WASHINGTON DC//
CHINFO WASHINGTON DC//
NAVAUDSVC WASHINGTON DC//
NAVINSGEN WASHINGTON DC//
CNR ARLINGTON VA//
COMFLTCYBERCOM FT GEORGE G MEADE MD//
COMNAVCYBERFOR VIRGINIA BEACH VA
COMNAVNETWARCOM NORFOLK VA//
COMUSFLTFORCOM NORFOLK VA//
COMUSNAVEUR NAPLES IT//
COMPACFLT PEARL HARBOR HI//
COMSC WASHINGTON DC//
USNA ANNAPOLIS MD//
COMUSNAVCENT BAHRAIN//
COMNAVRESFORCOM NEW ORLEANS LA//
COMNAVAIRSYSCOM PATUXENT RIVER MD//
COMNAVCYBERFOR VIRGINIA BEACH VA//
BUMED WASHINGTON DC//
NETC PENSACOLA FL//
COMNAVSEASYSCOM WASHINGTON DC//
FLDSUPPACT WASHINGTON DC//
COMNAVSUPSYSCOM MECHANICSBURG PA//
DIRSSP WASHINGTON DC//
COMUSNAVSO//
CNIC WASHINGTON DC//
PRESINSURV NORFOLK VA//
COMNAVLEGSVCCOM WASHINGTON DC//

NAVPGSCOL MONTEREY CA//
COMNAVFACENGCOM WASHINGTON DC//
COMNAVSAFECEN NORFOLK VA//
BUPERS MILLINGTON TN//
NAVWARCOL NEWPORT RI//
ONI WASHINGTON DC//
COMNAVSPECWARCOM CORONDAO CA//
COMSPAWARSYSCOM SAN DIEGO CA//
COMNAVDIST WASHINGTON DC//
NAVHISTCEN WASHINGTON DC//
PEO C4I SAN DIEGO CA//
PEO CARRIERS WASHINGTON DC///
PEO EIS WASHINGTON DC//
PEO SPACE SYSTEMS
PEO LAND SYSTEMS
PEO IWS WASHINGTON DC//
PEO LMW WASHINGTON DC//
PEO SHIPS WASHINGTON DC//
PEO SUB WASHINGTON DC//
PEOASWASM PATUXENT RIVER MD//
PEOSTRKWPNSUAVN PATUXENT RIVER MD//
PEOTACAIR PATUXENT RIVER MD//
DRPM AAA WASHINGTON DC//
PM NMCI ARLINGTON VA//
COMMARCORSYSCOM QUANTICO VA//
COMMARFOREUR//
COMMARFORLANT//
COMMARFORPAC//
COMMARFORRES//
COMMARFORSOUTH//
CG MCCDC QUANTICO VA//
DON CIO WASHINGTON DC//

INFO
DOD DIAP WASHINGTON DC//
DISA WASHINGTON DC//
CENINFODOM CORRY STATION PENSACOLA FL//
CENSURFCOMBATSYS DAHLGREN VA//

UNCLASSIFIED//
UNCLASSIFIED//
MSGID/GENADMIN/DONCIO WASHINGTON DC//

SUBJ//CYBERSECURITY/INFORMATION ASSURANCE WORKFORCE IMPROVEMENT PROGRAM
IMPLEMENTATION STATUS AND CY 2011 ACTIONS//

REF/A/MSG/DONCIO/DTG 021504ZFEB10//
REF/B/DOC/FISMA TITLE III OF EGOV ACT (P.L. 107-347)/17DEC2002//
REF/C/DOC/DODD 8570.1/15AUG2004//

REF/D/DOC/DOD 8570.01-M CHANGE2/20APR2010//
REF/E/DOC/SECNAVINST 5239.20/17JUN2010//
REF/F/DOC/SECNAVMAN 5239.2/29 MAY2009//
REF/G/DOC/SECNAVINST 5239.3B/17JUN2009//

NARR/REF A IS DON CIO 2010 IA WORKFORCE (IAWF) MANAGEMENT STATUS AND ACTION
MESSAGE. REF B IS THE FEDERAL INFORMATION SECURITY MANAGEMENT ACT (FISMA). REF C
IS DOD INFORMATION ASSURANCE (IA) TRAINING, CERTIFICATION AND WORKFORCE
MANAGEMENT DIRECTIVE. REF D IS DOD IAWF IMPROVEMENT PROGRAM MANUAL TO INCLUDE
COMPUTER NETWORK DEFENSE SERVICE PROVIDER (CND SP) AND IA SYSTEMS ARCHITECTURE
AND ENGINEER (IASAE) SPECIALTIES. REF E IS THE CYBERSECURITY/IAWF OVERSIGHT AND
COMPLIANCE INSTRUCTION. REF F IS DON IAWF MANUAL WHICH IDENTIFIES THE WORKFORCE
AND MUST BE USED IN CONJUNCTION WITH DOD 8570.01-M AS IT DOES NOT REPEAT BASELINE
FUNCTIONS. REF G IS THE SECNAV INSTRUCTION ON IA POLICY AND REQUIRES IAWF
COMPLIANCE.

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PASSING INSTRUCTIONS:
CNO: PLEASE PASS TO DNS/N091/N093/N095/N097/N099/N1/N2N6/N3/N5/N4/N8//

NAVY ECHELON II COMMANDS: PLEASE PASS TO COMMAND INFORMATION OFFICER/ INFORMATION
ASSURANCE MANAGER//
USMC MAJOR SUBORDINATE COMMANDS: PLEASE PASS TO COMMAND INFORMATION
OFFICER/INFORMATION ASSURANCE MANAGER//

1. PURPOSE: THIS FOURTH ANNUAL DEPARTMENT OF THE NAVY CHIEF INFORMATION OFFICER
(DON CIO) MESSAGE SUPERSEDES REF A AND IDENTIFIES 2011 ACTIONS FOR EXECUTION OF
THE CYBERSECURITY/ INFORMATION ASSURANCE WORKFORCE IMPROVEMENT PROGRAM (IA WIP).
THE IMPORTANCE OF IMPROVING THE ABILITY OF THE IA WORKFORCE (IAWF) TO DETECT,
PREVENT, ISOLATE, AND CONTAIN THREATS AGAINST OUR NETWORKS CANNOT BE OVERSTATED.
PERSONNEL WHO DEVELOP SYSTEMS; OPERATE, MAINTAIN AND SUSTAIN NETWORKS; AND THOSE
WHO PERFORM IA FUNCTIONS ARE OUR FIRST LINE OF DEFENSE AGAINST THE MULTITUDE OF
CYBERSPACE THREATS.

2. IA WIP IMPLEMENTATION RESPONSIBILITY: NUMEROUS LEGAL AUTHORITIES, AS
REFERENCED IN REFS C THROUGH G, MANDATE CYBERSECURITY/IA WORKFORCE MANAGEMENT.
THE IA WIP HAS A VAST ADMINISTRATIVE AND OPERATIONAL SPAN OF CONTROL. IA WIP
IMPLEMENTATION IS THE RESPONSIBILITY OF MANY DON PERSONNEL, INCLUDING COMMANDERS,
COMMANDING OFFICERS, DIRECTORS, COMMAND INFORMATION OFFICERS (CIOS), INFORMATION
ASSURANCE MANAGERS (IAMS), OFFICE OF CIVILIAN HUMAN RESOURCES, INDIVIDUAL
COMMUNITY WORKFORCE MANAGERS, TRAINING AND EDUCATION COMMAND STAFFS, AND
EDUCATORS.

3. SCOPE OF THE IAWF: THE IAWF INCLUDES, BUT IS NOT LIMITED TO: UNIFORMED
MILITARY, CIVILIAN, OR CONTRACTOR PERSONNEL WITH PRIVILEGED ACCESS; SYSTEM
ADMINISTRATORS; IA ARCHITECTS; IA SYSTEM ENGINEERS; COMPUTER NETWORK DEFENSE

SERVICE PROVIDERS; CERTIFYING AGENTS AND THEIR SUBORDINATES; RED TEAMS; BLUE TEAMS; AND IA MANAGERS WHO PERFORM THE RESPONSIBILITIES OR FUNCTIONS DESCRIBED IN REFERENCE F. THESE INDIVIDUALS ARE CONSIDERED TO HAVE SIGNIFICANT INFORMATION SECURITY RESPONSIBILITIES AND MUST RECEIVE SPECIALIZED TRAINING AND BE REPORTED IAW REFS B THROUGH G. THE DIVERSE IAWF CONSISTS OF BOTH TRADITIONAL (IT AND C4) AND NON TRADITIONAL OCCUPATIONAL SERIES AND RATINGS. NONAPPROPRIATED FUND AS WELL AS FOREIGN AND LOCAL NATIONAL IA PERSONNEL ALSO MAY MEET THE CRITERIA FOR INCLUSION IN THE IAWF. THE INDIVIDUAL SERVICE IA WORKFORCE IMPROVEMENT PROGRAM (IA WIP) OFFICE OF PRIMARY RESPONSIBILITY (OPR) WILL DEFINE AND VALIDATE IAWF POSITIONS AND PERSONNEL.

4. ECHELON I, ECHELON II, AND MAJOR SUBORDINATE COMMAND CIOS, IAMS, WORKFORCE MANAGERS, AND TRAINERS ARE TO BE COMMENDED FOR THEIR EFFORTS IN MAKING THE IA WIP SUCCESSFUL. WELL DONE TO COMMANDERS, COMMANDING OFFICERS, AND DIRECTORS WHO MAINTAIN 100 PERCENT IAWF COMPLIANCY.

5. FUTURE PLANS: IN 2011, MY STAFF CONTINUES TO COLLABORATE WITH THE FEDERAL CIO COUNCIL, OFFICE OF PERSONNEL MANAGEMENT, DEPARTMENT OF HOMELAND SECURITY, OSD, AND THE OTHER SERVICES TO STANDARDIZE WORKFORCE COMPETENCIES. DON COMMANDS MAY EXPECT TO SEE NEW POLICIES WITH REGARD TO THE CYBERSECURITY/IA WORKFORCE.

6. DON 2010 CHALLENGES.

     A. BY END CY10 THE DON ACHIEVED LESS THAN 70 PERCENT COMMERCIAL CERTIFICATION OF THE TOTAL IAWF. ACTIVE DUTY MILITARY TRAINING AND CERTIFICATION IS SHOWING MEASURED PROGRESS. MANY CONTRACTORS EITHER WERE NOT REPORTED OR DID NOT COMPLY. IN CY11 CONTRACTORS' COMPLIANCE WILL BECOME A FOCUS AREA.

     B. THE SERVICES ARE NOT FULLY COMPLIANT. AS THE NAVY AND MARINE CORPS CONTINUE TO ADVANCE TOWARD IA WIP COMPLIANCE, THE SERVICES MAY PUT NON-COMPLIANT PERSONNEL ON TEMPORARY WAIVERS FOR SIX MONTHS. SERVICES WILL DETERMINE THE WAIVER PROCEDURES.

     C. CONTINUAL IAWF MOVEMENT AND FLUX CREATED BY PERSONNEL TRANSFERS, COMMAND REORGANIZATIONS, AND CAREER PROGRESSION MAKE IT IMPOSSIBLE TO SUSTAIN IA WIP AT 100 PERCENT COMPLIANCE. THEREFORE, THE DON WILL INSTITUTE ADJUSTED COMPLIANCE METRICS TO PROVIDE A MORE USEFUL VIEW OF IAWF STATUS: GREEN FOR 80-100 PERCENT; YELLOW FOR 60 TO 80 PERCENT; AND RED IF LESS THAN 60 PERCENT OF A COMMAND'S IAWF IS QUALIFIED AND IN A CONTINUOUS LEARNING PATH. THIS POLICY REVISION HAS BEEN REPORTED TO DOD.

    D. FACED WITH INCREASING, COMPLEX DOD MANDATES, AND INCREASED FISCAL PRESSURES, THE SERVICES HAVE BEEN UNABLE TO FULLY FUND ALL PORTIONS OF THE IA WIP.

7. DON CIO 2011 ACTIONS:

     A. CONDUCT IAWF MANAGEMENT OVERSIGHT AND COMPLIANCE COUNCIL (IAWF MOCC) MEETINGS TO PROVIDE OVERSIGHT OF THE CYBERSECURITY/IAWF IMPROVEMENT PROGRAM.

B. COORDINATE SERVICES' IMPLEMENTATION OF REFS B THROUGH D REQUIREMENTS WITH THE OFFICE OF THE SECRETARY OF DEFENSE, THE OFFICE OF MANAGEMENT AND BUDGET, THE FEDERAL CIO COUNCIL, AND OFFICE OF PERSONNEL MANAGEMENT.

C. CONTINUE TO COORDINATE DIRECTLY WITH DOD AND THE SERVICES TO IDENTIFY IA WIP REQUIREMENTS, RISKS, RISK MITIGATION ACTIONS, EMERGING REQUIREMENTS, BUDGET CONSTRAINTS, AND REQUIRED DOD RESOURCES.

D. PARTNER WITH THE DEPARTMENT'S FINANCIAL AND MANPOWER AND TRAINING ORGANIZATIONS TO IDENTIFY, DEFINE AND RECOMMEND ADDITIONAL OPPORTUNITIES FOR INCREASED ALIGNMENT AND POSSIBLE CONSOLIDATION OF CYBERSECURITY/IA WORKFORCE AND TRAINING INITIATIVES.

E. REPORT ANNUALLY TO DOD AND CONGRESS THE NAVY AND MARINE CORPS IA WORKFORCE POSTURE.

8. NAVY AND MARINE CORPS 2011 ACTIONS.

A. ENSURE IA WIP REQUIREMENTS ARE IDENTIFIED IN THE POM DEVELOPMENT PROCESS.

B. PROVIDE SERVICE PLANS TO MEET IAWF PERSONNEL QUALIFICATION, CONTINUOUS LEARNING, AND CERTIFICATION SUSTAINMENT REQUIREMENTS. IN ADDITION TO THE REQUIRED IA COMMERCIAL CERTIFICATION, THIS INCLUDES ON THE JOB TRAINING FOR NEW PERSONNEL AND OPERATING SYSTEM/COMPUTING ENVIRONMENT (OS/CE) CERTIFICATION REQUIREMENTS. THE INTENT IS TO PROVIDE FOCUSED TECHNICAL TRAINING. OS/CE TRAINING, UNLIKE IA TRAINING, MAY BE ACCOMPLISHED IN SERVICE SCHOOLS AND A SERVICE CERTIFICATE MAY BE AWARDED VICE A COMMERCIAL CERTIFICATION, IF WARRANTED.

C. ENSURE COMMANDS FOLLOW SERVICE INSPECTION GUIDANCE AND CONTINUE TO DEVELOP RED TEAM AND BLUE TEAM COMPLIANCE METHODOLOGY INCORPORATING IAWF MANAGEMENT CHECKLISTS.

D. ENSURE THE CIVILIAN IAWF GENERAL SCHEDULE POSITON DESCRIPTION CONTAINS COMMERCIAL CERTIFICATION AND SECURITY CLEARANCE REQUIREMENTS.

E. CONTINUE TO INTEGRATE CERTIFICATION REQUIREMENTS INTO MARINE CORPS C4 AND NAVY IT AND IP COMMUNITY CAREER PATHS.

F. REINFORCE TENETS OF CYBERSECURITY/IA WIP IN MILITARY OPERATIONAL EXERCISES, THE DEFENSE READINESS REPORTING SYSTEM, THE MISSION ESSENTIAL TASK LIST, PERSONNEL QUALIFICATION STANDARDS, AND ROADMAPS SO FUTURE IA WIP ENDEAVORS ARE SUSTAINED AS PART OF DON STANDARD OPERATING PROCEDURES.

G. DEVELOP CYBERSECURITY/IA TRAINING FOR INCLUSION IN ALL PROFESSIONAL MILITARY EDUCATION.

H. PROVIDE COMMAND SPECIFIC CYBERSECURITY GUIDANCE TO ENHANCE LOCAL NETWORK SECURITY.

I. ENSURE THAT INFORMATION TECHNOLOGY ACQUISITIONS IMPLEMENT PROVISIONS OF DFARS 239.7102-3, INFORMATION ASSURANCE CONTRACTOR TRAINING AND CERTIFICATION.

J. CONTINUE TO CONSOLIDATE IA TASKS INTO FULL-TIME POSITIONS AND REDUCE COLLATERAL DUTY ASSIGNMENTS WHEN POSSIBLE. ENSURE APPROPRIATE OVERSIGHT THROUGH SEPARATION OF MANAGEMENT AND TECHNICAL TASKS.

K. CONTINUE TO IMPROVE AND CONSOLIDATE IAWF DATA MANAGEMENT AND PROVIDE 2011 YEAR END REPORT ELECTRONICALLY.

9. COMPLIANCE WITH REFS C THROUGH G IS MANDATORY. THE PROCESSES DESCRIBED IN THIS MESSAGE ARE TO ASSIST ALL ECHELONS OF COMMAND WITH WORKFORCE MANAGEMENT. THE IA WIP IMPLEMENTATION PERIOD ENDS 31 DECEMBER 2011 FOR THOSE FULFILLING IASAE AND CND SP DUTIES. THE REST OF THE IAWF SHOULD BE IN SUSTAINMENT MODE WITH 40 HOURS OF CONTINUOUS LEARNING PER YEAR. PERSONNEL NOT MEETING THE TRAINING AND CERTIFICATION REQUIREMENTS IN REFS D THROUGH F MAY NOT PERFORM IA MANAGEMENT AND IA TECHNICAL DUTIES, AND MUST BE REMOVED FROM POSITIONS REQUIRING IA FUNCTIONS EXCEPT WHEN WAIVERED. THIS PROGRAM REQUIRES COMMANDER, CIO, AND SUPERVISOR LEADERSHIP TO ENSURE WE HAVE A CAPABLE AND SUSTAINABLE CADRE OF IA CERTIFIED PROFESSIONALS.

10. RELEASED BY TERRY A. HALVORSEN, DEPARTMENT OF THE NAVY CHIEF INFORMATION OFFICER.